

COMMERCIAL MOTOR VEHICLE DRIVER SHORTAGE/ RETENTION RESEARCH AND SOLUTIONS PROJECT *FY2020 REQUEST FOR PROPOSAL*

PROJECT REQUEST

The Michigan Office of Highway Safety Planning (OHSP) and the Michigan Truck Safety Commission (MTSC) are soliciting proposals for Fiscal Year 2020 to conduct research that identifies innovative solutions for addressing the commercial motor vehicle (CMV) driver shortage/retention problem in Michigan. This proposal is open only to accredited universities and non-profit research agencies.

A division of the Michigan State Police (MSP), the OHSP is the state agency charged with implementing behavioral safety programs to prevent motor vehicle-related deaths and injuries involving all road users. The MTSC addresses commercial motor vehicle safety through the provision of education and training programs and research and enforcement grants that are funded by the state restricted-Michigan Truck Safety Fund (MTSC Public Act 348 of 1988). The OHSP is mandated under PA 348 of 1988 to administer grants for the MTSC.

Addressing the CMV driver shortage is one of seven emphasis areas in MTSC's 2016-2019 Truck Safety Strategic Plan. Securing the services of an outside researcher will ensure an independent examination of this problem and the submission of a comprehensive report that identifies proven, practical and innovative solutions that can be implemented by Michigan CMV stakeholders.

BACKGROUND

The shortage and retention of CMV drivers is a nationwide problem. According to the American Trucking Association, more than 50,000 drivers are needed to fill the current shortage, which has been growing annually since the mid-2000s. The problem is precipitated by an aging workforce that has historically been dominated by men, long hours in isolation for pay that rises and falls based on the type of load and number of miles driven and the fact that driving a large truck is one of the nation's deadliest occupations. In 2017, 840 truck drivers lost their lives on the job, 6.6 percent more than the 786 reported by the U.S. Bureau of Labor Statistics in 2016. And despite truck driver wages rising at significantly higher rates than other U.S. workers (11 percent versus 1 percent in 2018), nearly 99 percent of the trucking firms responding to a National Transportation Institute survey indicated they need to pay more than the competition to retain drivers.

In Michigan, the number of commercial driver licenses (CDLs), the license required to operate a large, heavy or placarded hazardous materials vehicle for commercial use, decreased 14.6 percent from 2011 to 2015, while vehicle miles traveled by CMVs increased nearly 3 percent during the same time period. While the decline in CDLs may help to explain the driver shortage now and into the future, it does not get to the heart of the problem, why are people opting not to pursue a career as a truck driver? This question must be answered in order to develop new innovative strategies that will attract qualified applicants to the profession and retain experienced drivers. It is also important to note that while the advent of autonomous vehicles has the potential to displace truck drivers, highly skilled drivers will still be needed to understand this technology and safely operate CMVs.

PROJECT GOAL

The goal of this project is to better understand what is driving the decline in qualified CMV drivers beyond the already identified issues and identify new innovative practical solutions that Michigan's CMV stakeholders can employ to address the driver shortage and retention problem. Since this problem is well documented in existing literature, this research should include a review of those findings along with a compendium of proven and promising solutions that can easily be implemented. The final report is due September 30, 2020.

REQUIREMENTS

Bidders MUST send the OHSP a detailed proposal that MUST include the following documents:

- Research methodology
- Timeline or action plan
- A list of proposed staff, with one-page resumes for the principle researcher(s) and all project team members.
- Two examples, no more than five years old, detailing similar projects completed by the bidder
- A letter agreeing to comply with the OHSP grant management requirements (See Attachment C)
- A detailed budget that includes:
 - salaries, wages, and fringe benefits (number of hours and hourly wages for each person that will work on the project)
 - graduate tuition, if a university
 - contractual services
 - travel
 - supplies/operating
 - equipment
 - indirect costs, if applicable
 - total proposed project cost

The indirect cost rate cannot be more than 20 percent.

The final report MUST include, at a minimum, the following sections:

- ✓ Technical Report Page
- ✓ Table of Contents
- ✓ Executive Summary
- ✓ Tables and Graphs
- ✓ Methodology
- ✓ Evaluation
- ✓ Conclusions and Recommendations

The report MUST be formatted in adherence to *The Gregg Reference Manual: A Manual of Style, Grammar, Usage, and Formatting*. In addition, the report MUST be prepared using MS Word 2010, in Arial 10 font, and thoroughly proofread.

EVALUATION PROCESS. The OHSP will evaluate each proposal based on the following factors:

	Technical Evaluation Criteria	Weight
1.	Survey methodology	25
2.	Timeline and action plan	25
3.	Personnel, staffing	25
4.	Prior experience	25
	Total	100

Proposals receiving 80 or more technical evaluation points will be evaluated for pricing and considered for award.

ADDITIONAL SPECIFICATIONS

Following the selection process, a formal grant application must be completed using the OHSP's web-based grant application. OHSP grants are administered on a reimbursement basis. Grant-related costs incurred are first paid by the grantee, then reimbursed by the OHSP. Monthly financial reports and quarterly progress reports are required, even for months with no activity.

Funding for this project is contingent upon the availability of funds through the state-restricted Michigan Truck Safety Fund. Changes in funding may lead to changes in the OHSP programs, requiring reasonable accommodations from grantees to keep existing projects consistent with organizational goals. The grantee will receive immediate notice of proposed changes and has the right to refuse project expansions beyond their capabilities, in which case supplemental assistance may be sought.

Innovative approaches might include surveying CMV drivers and non-drivers to gain insights regarding the profession and/or case studies of companies that have successfully dealt with driver shortages and retention. These are suggestions only; not a requirement.

One interim, informal oral briefing on the proposed methodology should be done for the MTSC so that feedback may be provided before the actual research begins. A final oral briefing should be conducted for the members of the MTSC at a regularly scheduled meeting.

The OHSP will review the draft report and provide comments and recommendations to the grantee no later than August 14, 2020. The final report is due on September 30, 2020.

DUE DATE

All proposals for this project MUST be received at the OHSP by November 1, 2019. Proposals MUST be submitted electronically in Adobe Acrobat or Microsoft Word and e-mailed to Charlotte Kilvington, OHSP, at KilvingtonC@michigan.gov.

CONTACT INFORMATION

Questions about this grant opportunity MUST be emailed to KilvingtonC@michigan.gov no later than October 18, 2019.